

Message Text

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43

ACTION NEA-10

INFO OCT-01 ISO-00 OPR-01 ABF-01 FS-01 RSC-01 /015 W

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P 181503Z NOV 74

FM AMEMBASSY DAMASCUS

TO SECSTATE WASHDC PRIORITY 1995

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FOR NEA/EX WILLIAMSON FROM MCCORMICK

EO 11652: N/A

TAGS: AFSP, APER, SY

SUBJECT: KICAK SAKART SYRVET REVUEW

REF: A. STATE 249892; B. DAMASCUS 2658

1. WHILE THE EMBASSY AND ITS LOCAL STAFF GREATLY APPRECIATE THE APPROVAL OF OUR REVISED COMPENSATION PLAN WE WOULD LIKE TO REQUEST RECONSIDERATION AND APPROVAL OF THE FAMILY ALLOWANCE PLAN AND THE RECOMMENDED EFFECTIVE DATE OF OCTOBER 13, 1974.

2. JUSTIFICATION FOR ABOVE FOLLOWS IN ACCORDANCE WITH THE OUTLINE OF 3 FAM 934.4B.

A. SARG LEGISLATIVE DECREE NO. 44 OF JULY 18, 1974 PROVIDES FOR AN INCREASE OF FAMILY ALLOWANCE TO 20 POUNDS PER MONTH EFFECTIVE AUGUST 1, 1974 FOR ALL SYRIAN PUBLIC SERVANTS, (CIVILIAN AND MILITARY) PLUS SYRIAN EMPLOYEES OF NATIONALIZED COMPANIES. SINCE VIRTUALLY EVERY COMPANY IN SYRIA IS NATIONALIZED IT MEANS THAT ALMOST EVERY SYRIAN WORKER RECEIVED FAMILY ALLOWANCE UNDER TERMS IDENTICAL TO THOSE PROPOSED BY THE EMBASSY FOR ITS EMPLOYEES.

B. THE PUBLIC AFFAIRS OFFICER, REPRESENTING THE ONLY U.S. GOVERNMENT AGENCY, BESIDES STATE, IN SYRIA

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CONCURS IN THE FAMILY ALLOWANCE PLAN. ALSO, THE

EMBASSY IN BEIRUT WHOSE COMPENSATION PLAN TRADITIONALLY HAS BEEN SIMILAR TO THAT OF EMBASSY DAMASCUS, HAS A FAMILY ALLOWANCE PLAN AS PART OF ITS COMPENSATION PLAN.

C. IF THE FAMILY ALLOWANCE PLAN WERE TO BE APPROVED EFFECTIVE OCTOBER 13, 1974 THE COST WOULD BE AS FOLLOWS:
STATE

PROGRAM	DOLLARS 423.00
SHARED	DOLLARS 2,258.00
USIS	DOLLARS 188.00

D. THE AMOUNTS SHOWN IN PARA C. WILL BE INCLUDED IN OUR FINANCIAL PLAN.

E. A REVIEW OF ENCLOSURE 4 (FRINGE BENEFIT DATA COLLECTION SHEETS) TO EMBASSY OM DATED OCTOBER 24 WILL SHOW THAT COMPANIES A AND C BOTH HAVE FMIALY ALLOWANCE PLANS SIMILAR TO THAT PROPOSED BY THE EMBASSY WHILE COMPANY B HAS A FAMILY ALLOWANCE PLAN WHICH CONSIDERABLY EXCEEDS THAT WHICH WE PROPOSE.

F. THE REVISED SALARY SCHEDULE WAS COMPUTED ON THE BASIS THAT A FAMILY ALLOWANCE PLAN WOULD FORM PART OF THE TOTAL COMPENSATION PLAN. NO REPEAT NO ADJUSTMENT FOR FAMILY ALLOWANCE IS INCLUDED IN THE BASIC SALARY SCHEDULE.

G. AS STATED PREVIOUSLY, VIRTUALLY EVERY EMPLOYER IN SYRIA PAYS A FAMILY ALLOWANCE SIMILAR IN AMOUNT AS THAT PROPOSED BY THE EMBASSY.

H. SINCE THE BASIC SALARY SCHEDULE DOES NOT INCLUDE AN ADJUSTMENT FACTOR FOR FAMILY ALLOWANCE, FAILURE TO APPROVE THE FAMILY ALLOWANCE PLAN COULD BE TAKEN AS AN AFRONT TO LOCAL LABOR PRACTICE.

3. ACTION REQUESTED:

A. THAT THE FAMILY ALLOWANCE PLAN AS SUBMITTED AS PART OF THE EMBASSY'S REVISED COMPENSATION PLAN,
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WITH OM DATED OCTOBER 24, 1974, BE APPROVED FOR THE REASONS STATED IN PARA 2 ABOVE.

B. THAT THE REVISED COMPENSATION PLAN, INCLUDING THE FAMILY ALLOWANCE PLAN, BE APPROVED EFFECTIVE OCTOBER 13, 1974 FOR THE REASONS STATED IN PARA 1 ABOVE.

4. PLEASE ADVISE ASAP.

MURPHY

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